Case 1:04-cv-00264-SJM Document 70-3 Filed 06/27/2006 Page 1 of 50 EMPLOYMENT INTERVIEW ANALYSIS

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UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					1
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	2
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS:	<u> </u>				<u> </u>
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:	•				
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:			<u> </u>		
Previous long-term ex	perience in the district (9	0 days in same positi	on) with satisfactory	performance [

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	School States
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform Job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	Y
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant		P	osition Applied for		
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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IL CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding.	4
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	f.ess than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
comments: that interes interes	processions in the big te	this s. alterding coming (team wo	i .)-3	
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:		·			
POISE/PERSONALITY/ COMMUNITATION SKILLS	confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Mark	Mark Warther Elan.					
Name of Applicant	pplicant Position Applied for					
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Areas of Certification						
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Date of this Interview						
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING	
PLANNING/ PREPARATION			Meets our	Exceeds our		
	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	3	
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. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	4	
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IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
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POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform Job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	H
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Mark Wha	there				
Name of Applicant		P	osition Applied for		
Areas of Certification					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	<i>,</i> /
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
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POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Previous long-term experience in the district (90 days in same position) with satisfactory performance

Case 1:04-cv-00264-SJM Document 70-3 Filed 06/27/2006 Page 13 of 50 EMPLOYMENT INTERVIEW ANALYSIS

Mark W	eathers			s préférence	2
Name of Applicant Elem. Ec Areas of Certification	1.	J* (osition Applied for		**************************************
Name of Interviewer 3.11.04					
Date of this Interview					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Sxhihits a thorough understanding	4
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding	4
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding	4
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION			Meets our	Exceeds our	
PREPARATION	No knowledge evident, Exhibits a minimal	Less than we would prefer Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	3
	understanding.	understanding.	an adequate	Exhibits a thorough	
			understanding.	understanding.	<u> </u>
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ENVIRONMENT	No knowledge	Less than we would	Meets our	Exceeds our expectations of	
	evident. Exhibits a minimal	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits	average candidates.	
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DELIVERY	understanding.	understanding	hiring Exhibits an adequate	average candidates. Exhibits a thorough	7
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SÄTISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					<u>.</u>
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding	2
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/ PERSONALITY/	Extremely distracted or	Apparently confused or a	Appropriate poice and	Annears confident	
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar. Low 5th gol pontion a ton - New Chore Muchanta tiling strategy 12 of forw	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3

district (90 days in same position) with satisfactory performance

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant	K	_(_	Position Applied for		
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Name of Interviewer	3/19/24		1 4-1		
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:					
II. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:		-			
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	<u> </u>		1	a chago candidates.	
			I		
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:				<u></u>	The state of the s

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant			Provision A - lind 5	~	
			Position Applied for		
Elen. E	d. (/2-6)				
Areas of Certification	,				
T. K	aus.				
Name of Interviewer					
3/19	104				
Date of this Interview					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/					
PREPARATION	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring. Exhibits	average candidates.	5
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II. CLASSROOM			1		
ENVIRONMENT	No knowledge	Less than we would	Meets our requirements for	Exceeds our	
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring. Exhibits	expectations of average candidates.	
		on on a starton in g.	an adequate understanding.	Exhibits a thorough understanding.	
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II. INSTRUCTIONAL	No knowledge	Less than we would	Meets our	Exceeds our	
DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	つ
	sinos stantaing.	understanding.	an adequate	Exhibits a thorough	
COMMENTS: - Prot	much missed the	indut of the	understanding.	understanding .	
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Chad Dupont 4-5-6					<u></u>
Name of Applicant El, Ed. Areas of Certification			Position Applied for		
Name of Interviewer-					
3.19.04 Date of this Interview					
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding. ta une MC Mandun	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
Cincar	p work benefits. clies are in the wagnest is imp	The lever live back of the so witant - los	l students on p for growt	h	
II. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring, Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
OMMENTS: Text boo Writin Det ri	ck, supplemental of about book- ules right auxor to be positive	chepter books T	,		
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Chad	DuPont				
Name of Applicant		Í	osition Applied for		
Eles	2. Ed,				
Areas of Certification					***** <u>***</u>
-					
Name of Interviewer	,				
2-19- Date of this Interview	-04				
Date of this Interview	•				
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		SOME	3	4	
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	Ч
COMMENTS:	end/writ/Spage	list Using	chapter best	tes lasmer	n ev
1 0 - Inua	end/writ/Spage inth w/ a prop emparison. Prop Arts/muth/			ins . Text &	es dext
II. CLASSROOM	F31 F3 / 11 WAVE /	Chfamilian	. ,		
ENVIRONMENT :	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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- Gra	rup work - tea up dynamics o	n lower and of class.	w/ better	ability . <i>Kn</i> or	why
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	Ų
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- Meth	odo - Variety of	concrete	visuals, con	ier objective) D,
		- ruecitue,	1-lache rece	mmended box	100.

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: U	moth - princip morh - per for each o	kly w/ excha	ye ideas, =	Trot - self Deme teach lessons below, (gg	donests
Conf	- Keepny thing	Loself No	godsp.	below. (4)	rpade)
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					POPE - A TOTAL STATE - A TOTAL
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	Y
COMMENTS:	<u></u>				

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant	ran		Position Applied for		
CO.	. EL	r	osmon Applied for		***************************************
Areas of Certification					
Zam B.					
Name of Interviewer					
man 19					
Date of this Interview					
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge	Less than we would	Meets our	Exceeds our	
	evident. Exhibits a minimal	prefer. Exhibits a limited,	requirements for hiring. Exhibits	expectations of average candidates.	7
	understanding.	understanding.	an adequate understanding	Exhibits a thorough understanding.	
	to books - 3/4 yes				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	le - store to rul	i - Inforce	energy 2		
	I fill - meet in		-i,		
L) 1000 J	,		<i>)</i>		
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring, Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS: (5) 7 mel - lest	gross puffe.				
b) verity - Co	nete, com abj	etim - No	ity 7 let. In	a ofenies	
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES · EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: (1) Colomia (2) (2) Integrity -	int how your conduct silver con a no - work anti-peers	youlf -	homest	- L. J. J. J. S. S. C.	Carja
trongerck	- word with seems	, helpother c			u.
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	Ч
			<u>. </u>		
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:	yamna	- ليحم	never seem	" way will	

Previous long-term experience in the district (90 days in same position) with satisfactory performance

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

					
Name of Applicant	wont				
Name of Applicant		Į.	Position Applied for	<u> </u>	
Areas of Certification		***************************************		**************************************	·
Name of Interviewer		**************************************			
Date of this Interview				9-	
<u></u>	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would preter. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
addressed Projects - Standards II. CLASSROOM ENVIRONMENT	Dendind Chap ven diogram V- Jang art Ma No knowledge	th. Less than we would	Meets our	Exceeds our	
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding.	3
comments: Be consist set rules. not real of	test soci early meific	ged grouping			
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	+
comments: framel gr mformal-por	uzzio, testo	- Variety of n	uethodo-US	url vids, A	terature

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Want . Tentegrety Confidentiality	to istock formed where we have a feel Bora -	l'admin Cur	£.		
Telamore Wa	The w/ pleaso.	Communicati	of action of	levels.	
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	i]
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					100000

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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PLANNING/ PREPARATION No kno		2	12 NC		
PLANNING/ PREPARATION No kno		 			
PLANNING/ PREPARATION No kno		 	3	4	T
PREPARATION No kno		SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
underst	. Exhibits a minimal anding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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Varies to vie	Omp,	l'Omiron pi		6.63) CONTES	i sa
LA & MOH					
ENVIRONMENT No kno- evident. understa	Exhibits a minimal anding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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INSTRUCTIONAL DELIVERY No know evident understa	vledge Exhibits a minimal nding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
DIMMENTS: Good &	rckgroun Z test	nd in ass	essioned L'Oppe	- 3000 11. - Post (7. 79/25:

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	2/
COMMENTS:				arerege candidates.	<u> </u>
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	0	Cross ara	Ves 101-0	~ /c 0 > 2 ~ / 2 .	المرجسوك
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:		 	<u> </u>		
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OISE/ PERSONALITY/ COMMUNITATION KILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
OMMENTS:		····		<u> </u>	

Previous long-term experience in the district (90 days in same position) with satisfactory performance

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Name of Applicant	Dupat		Position Applied for	Comentary	
(1)	emertany	<i>d</i> (1)		0	
Areas of Certification Name of Interviewer	onered		ifus 4 Tb		
Date of this Interview	04				
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding.	3
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding	2
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· P	usure inferren				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	2
	connectors)
	rules at plant of			Conferencing	- Aller and the second
Stry)	ropping WS; Me	114 Convacan	Chart:		

Previous long-term experience in th	ne district (90 days in same po	osition) with satisfactory performance
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

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Clas	Duport		Elen		
Name of Applicant Areas of Certification	<u> </u>	-(a	Position Applied for		
Name of Interviewer	cller		A 1 4-4		
Date of this Interview	3/19/69		mak.	······································	
	1	2			
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
I. CLASSROOM ENVIRONMENT	No knowledge evident Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding.	3
OMMENTS: I. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited	Meets our requirements for hiring Exhibits	Exceeds our expectations of	1.1
OMMENTS:	onderstanding.	understanding.	an adequate understanding.	average candidates Exhibits a thorough understanding	

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM :	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:		<u></u>		<u> </u>	<u> </u>
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					and the second s
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Chad D	Part.		CAM. C	El.	
Name of Applicant Law. E	d. (14-6)		Position Applied for		
Areas of Certification	aus.				
Name of Interviewer	,	And the Control of th	**************************************		
Date of this Interview					
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-	VINC LETTER LETTER	SOME		4	
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3_
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal	Less than we would	Meets our requirements for	Exceeds our expectations of	
	understanding.	prefer. Exhibus a limited understanding.	hiring. Exhibits an adequate understanding	average candidates. Exhibits a thorough understanding	
COMMENTS: _ Section - wills - Look	y - grow stret in back of u	assern Hies - Much inde.	to promise	to more che d'atains.	(du.
II. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	2
•	much missed the		guerden #5		
- Ty	to be positive	_			***************************************

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Chad D	upent		4-5	-6	
Name of Applicant El. Ed.	•		Position Applied for		
Areas of Certification					
Name of Interviewer 3.19.04	ametavada u u u u u u u u u u u u u u u u u u				**************************************
Date of this Interview			HINAL WITH BEATHER THE		
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	l l	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
MMENTS: Gray Supp Cucan	I work benefits. lies are in the cragment is imp	The lover leve back of the so cortant - los	l studenti pone 1- forgrows	h	
INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
MMENTS: Textbook Writing Det ruid Plot 1	k supplemental of about book- les right away to be positive	cheptic bookse		S. OCH STANDUNE	

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		1		4	<u> </u>
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hinng.	Exceeds our expectations of average candidates.	4
COMMENTS: Land	ork hard - eks to get fam k well with p rapport with.	ilear with 4 cers kids-man	he curricul be wheelfu	sum n	
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Fave poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS: notes	home	···			
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

_ (had	Dulont				
Name of Applicant	_ ^		Position Applied for		
- Ele	m. Ed,				
Areas of Certification					
N					
Name of Interviewer					
Date of this Interview	-04				
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
L PLANNING/ PREPARATION	No knowledge	I ass then you would	Meets our	Exceeds our	
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	lue a vanety of	- deterature,	Teacher reco	mmended boo	(b).

Page 42 of 50

TRAITS IV. PROFESSIONALISM	UNSATISFACTORY	SOME	3	+	
IV. PROFESSIONALISM -		DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
	No knowledge evident.	Less than we would prefer.	Meets our requirements for	Exceeds our expectations of	4
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APPEĄRANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:		1876± 100	<u> </u>		
OISE/ PERSONALITY/	[**				
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant	•		Position Applied for		
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Areas of Certification					
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
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		g-	an adequate understanding.	Exhibits a thorough understanding.	
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	LJ
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POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant			Position Applied for		
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION			Meets our	Exceeds our	
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	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	4
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II. CLASSROOM					<u></u>
ENVIRONMENT	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
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Confidentiality	Very sloppy in appearance or unacceptable personal habits			.7 f	
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	C
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS		Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM.	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates	4
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APPEARANCE/ HABITS	Very stoppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:				•	
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely	3
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant	icant Position Applied for						
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING		
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	1.4		
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4		
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.